

1 **R277. Education, Administration.**

2 **R277-109. One-time Signing Bonuses.**

3 **R277-109-1. Definitions.**

4 A. "90 days" means 90 calendar days beginning with the
5 first educator work day.

6 B. "Board" means the Utah State Board of Education.

7 C. "Qualifying educator" means a person employed:

8 (1) in one of the following positions:

9 (a) classroom teacher

10 (b) speech pathologist;

11 (c) librarian or media specialist;

12 (d) preschool teacher;

13 (e) school administrator;

14 (f) mentor teacher;

15 (g) teacher specialist or teacher leader;

16 (h) guidance counselor;

17 (i) audiologist;

18 (j) psychologist; or

19 (k) social worker.

20 (2) who holds a current and valid Level 1, 2, or 3 Utah
21 Educator License or is a participant in the Utah Alternative
22 Routes to Licensure Program consistent with R277-503.

23 **R277-109-2. Authority and Purpose.**

24 A. This rule is authorized by Utah Constitution Article
25 X, Section 3 which vests general control and supervision of
26 public education in the Board, Section 53A-1-401(3) which
27 permits the Board to adopt rules in accordance with its
28 responsibilities, and Section 53A-17a-153(6) which permits the
29 Board to make rules as necessary to administer the program.

30 B. The purpose of this rule is to establish definitions
31 and procedures for the implementation of 2008-09 one-time
32 signing bonuses.

33 **R277-109-3. Qualifying Educator Responsibilities.**

34 A. Each qualifying educator shall sign an affidavit
35 affirming eligibility for the signing bonus.

36 B. An educator who receives funds fraudulently or
37 mistakenly shall be responsible for reimbursing funds to
38 school districts or charter schools.

39 C. Qualifying educators acknowledge that if total
40 signing bonus funds are reduced, funds may be reclaimed from
41 qualifying educators in subsequent school district and charter
42 school payments.

43 **R277-109-4. Public School District and Charter School**
44 **Responsibilities.**

45 A. School districts and charter schools shall submit the
46 names of qualifying educators who are hired and who begin work
47 prior to September 1, 2008 to the Board on December 1, 2008.

48 B. School districts or charter schools shall submit the
49 names of qualifying educators who are hired and begin work
50 after September 2, 2008 but before October 1, 2008 to the
51 Board on or after January 2, 2009.

52 C. Additional names may not be submitted to the Board
53 for program participation by school districts or charter
54 schools after January 15, 2009.

55 D. The submission of qualifying educators to the Board
56 shall include the following information:

- 57 (1) qualifying educator name;
58 (2) qualifying educator CACTUS number; and
59 (3) percentage of full time equivalent employment (FTE),
60 such as 1.0 FTE, .50 FTE, for each qualifying educator.

61 E. School districts and charter schools shall not
62 receive funding for an individual who:

63 (1) is hired and whose first work day was on or after
64 October 1, 2008;

65 (2) was employed and worked as an educator in any Utah
66 public school district or charter school during the 2007-08
67 school year;

68 (3) works less than 90 days during the 2008-09 school
69 year; or

70 (4) is employed less than one-half time.

71 F. School districts and charter schools may combine the

72 signing bonus under Section 53A-17a-148 with other state or
73 local signing bonus programs for the 2008-09 school year.

74 G. School districts and charter schools shall provide
75 payment of the salary supplement to qualifying educators as
76 follows:

77 (1) School districts and charter schools shall pay a
78 signing bonus under this program consistent with bonuses set
79 by the Board;

80 (2) School districts and charter schools shall make the
81 signing bonus payment to qualifying educators in any regular
82 or other salary distribution prior to January 15, 2009;

83 (3) School districts and charter schools shall use
84 program funds to pay the required employer contributions to
85 retirement, workers compensation, Social Security, and
86 Medicare as provided in Section 53A-17a-148(3)(a);

87 (4) If the amount of the signing bonus program funds
88 distributed to school districts and charter schools is reduced
89 consistent with the allowance for pro rata reduction under
90 Section 53A-17a-148(4)(b), school districts and charter
91 schools may make adjustments to payroll distributions to
92 qualifying educators so that the total signing bonus amount
93 paid to individual qualifying educators does not exceed the
94 actual amount school districts and charter schools received
95 from the Board.

96 H. All school districts and charter schools shall
97 participate in the 2008-09 signing bonus program.

98 I. School districts shall maintain qualifying educator
99 affidavits on file for USOE or legislative review upon
100 request.

101 **R277-109-5. Board Responsibilities.**

102 A. The Board shall provide a form to school districts
103 and charter schools for the required submissions for
104 participation in this program.

105 B. Signing bonus amount:

106 (1) The signing bonus paid to the qualifying educator is
107 \$1,000 unless the amount is reduced consistent with Section

53A-17a-148(4).

(2) School districts and charter schools shall receive funds beyond the \$1,000 signing bonus to pay employer costs required under Section 53A-17a-148(3)(a).

(3) All qualifying educators hired under this program shall receive the same \$1,000 signing bonus.

C. Upon receiving the submissions of qualifying educator names, the Board shall review the information to ensure conformity to the requirements for bonuses and payments.

D. The Board shall distribute funds to school districts and charter schools after reviewing required submissions.

E. The distribution of funds shall be included in the regular minimum school program transfers on December 1 and February 1.

F. The Board shall provide a report to school districts and charter schools of the number of qualifying educators submitted after the November 1 submissions.

KEY: one-time signing bonuses

Date of Enactment or Last Substantive Amendment: 2008

Authorizing, and Implemented or Interpreted Law: Art X Sec 3; 53A-1-401(3); 53A-17a-153(6)